

## Document Status: Draft Update

### Educational Support Personnel

#### 5:300 Schedules and Employment Year

~~Please refer to the following current agreements:~~

~~Contractual Agreement between East Aurora Council IFT/AFT Local 604 and the Board of Education East Aurora School District No. 131 - "Office Staff".~~

~~Contractual Agreement between East Aurora Council IFT/AFT Local 604 and the Board of Education East Aurora School District No. 131 - "Support Staff".~~

~~Contract between The Service Employees International Union, Local 73 and The Board of Education, District No. 131.~~

~~For employees not covered by these agreements:~~

The Superintendent shall supervise a process for setting work schedules and an employment year for educational support employees in accordance with State and federal law, Board of Education policy, and applicable agreements and shall:

1. Assign each employee one supervisor who will establish a work schedule, including breaks, as required by building or District needs, workload, and the efficient management of human resources;
2. Allow for the ability to respond to changing circumstances by altering work schedules as needed; and
3. Consider the well-being of the employee. The Superintendent's approval is required to establish a flexible work schedule or job-sharing.

#### Breaks

Please refer to the applicable collective bargaining agreement(s).

For employees not covered by a current applicable bargaining agreement: ~~Please refer to the following current agreements:~~

~~Contractual Agreement between East Aurora Council IFT/AFT Local 604 and the Board of Education East Aurora School District No. 131 - "Office Staff".~~

~~Contractual Agreement between East Aurora Council IFT/AFT Local 604 and the Board of Education East Aurora School District No. 131 - "Support Staff".~~

~~Contract between The Service Employees International Union, Local 73 and The Board of Education, District No. 131.~~

~~For employees not covered by these agreements:~~

An employee who works at least 7.5 continuous hours shall receive a 30-minute duty-free meal break that begins within the first five hours of the employee's workday.

### Nursing Mothers

The District accommodates employees who are nursing mothers according to State and federal law.

#### LEGAL REF.:

~~Fair Labor Standards Act, 29 U.S.C. §§207 et seq~~ and 218d, Fair Labor Standards Act. [PRESSPlus1](#)

105 ILCS 5/10-20.14a, 5/10-22.34, and 5/10-23.5.

740 ILCS 137/, Right to Breastfeed Act.

820 ILCS 105/, Minimum Wage Law.

820 ILCS 260/, Nursing Mothers in the Workplace Act.

CROSS REF.: 5:10 (Equal Employment Opportunity and Minority Recruitment), 5:35 (Compliance with the Fair Labor Standards Act)

~~ADOPTED: September 18, 2017~~

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### **PRESSPlus Comments**

PRESSPlus 1. The Legal References are updated. **Issue 114, March 2024**